



Royal College of  
General Practitioners



NHS England and  
Health Education England

# **Building the Workforce - the New Deal for General Practice**

**Application form to take part in the  
pilot of Clinical Pharmacists in  
General Practice**

**Deadline for submission of the application:**

**5.00 pm Thursday 17 September 2015.**

**For any queries please contact:**

[england.clinicalpharmacyenquiries@nhs.net](mailto:england.clinicalpharmacyenquiries@nhs.net)

This email address will be operational from 9.00 am 7 July 2015 until 4.00 pm 30 September 2015.

**Incomplete applications will not be considered.**

## Section 1: About the pilot applicant(s)

### 1.1 Practice(s) applying (Please delete/ add rows as necessary)

<b>Lead organisation name:</b>	
<b>Type of organisation:</b>	
<b>Registered address:</b>	
<b>Website link:</b>	
<b>Practice ODS code:</b>	

<b>Organisation 2 name</b>	
<b>Type of organisation:</b>	
<b>Registered address:</b>	
<b>Website link:</b>	
<b>Practice ODS code:</b>	

<b>Organisation 3 name:</b>	
<b>Type of organisation:</b>	
<b>Registered address:</b>	
<b>Website link:</b>	
<b>Practice ODS code:</b>	

<b>Organisation 4 name:</b>	
<b>Type of organisation:</b>	
<b>Registered address:</b>	
<b>Website link:</b>	
<b>Practice ODS code:</b>	

Please add further lines if required.

**Primary contact for this pilot.** (Who should we contact if we have any questions about the application?)

<b>Full name (and title):</b>	
<b>Job title:</b>	
<b>Address:</b>	
<b>email:</b>	
<b>Telephone:</b> (Office)  (Mobile)	

## 1.2 Are you working with partner organisations?

Named individual and role	Name of partner organisation	Organisation type	Role within the pilot
e.g. John Smith LPC Chair	e.g. NHS England LPC		e.g. Advisory

## 1.3 This is a four year pilot. NHS England can only reimburse practices for staffing costs for the clinical pharmacists. Funding will go via the CCG to the practices. We recognise that practices may take a few weeks to recruit their pharmacists and so we will offer a window of reimbursement.

NHS England will part fund the pharmacists for 36 months\*

- 60% for the first 12 months of employment
- 40% for the second 12 months of employment
- 20% for the third 12 months of employment
- 0% after the first 36 months of support.

\* assuming pharmacists in post before 31/03/16

Where pharmacists are recruited after 31/03/2016 the 60% funding will only be available until 31/03/2017.

**1.4 How many clinical pharmacists do you intend to recruit within your pilot site and are these senior or less senior roles?**

Number of senior clinical pharmacists	
Number of clinical pharmacists	

**1.5 Total funding requested:**

	First 12 months	Second 12 months	Third 12 months	Total
Pharmacist staffing costs including all on costs				
Amount of funding being requested from NHS England	<b>60%</b>	<b>40%</b>	<b>20%</b>	

**1.6 Practice indemnity cover which will cover the clinical pharmacists must be provided. Please attach evidence of your cover with this application form.**

Check this box to confirm you have attached your indemnity cover

☐

**1.7 Have patients been involved in developing this proposal e.g. through your PPG?**

Yes

☐

No

☐

If yes, how have you involved them?

**1.8 Job Description**

Please attach a copy of the job description and person specification for this role(s) which clearly articulates the expectations of the clinical pharmacist(s), responsibilities and salary.

Check this box to confirm that you have attached the job description(s) and person specification(s)

☐

## Section 2: About your pilot

### 2.1 Rationale for application.

**We want to focus funding on areas where there is real evidence of need. Please describe the challenges that your service faces. (Max 500 words).** For example demographic data, evidence of workforce pressure, recruitment problems.

Please describe the issues in lay terms.

### 2.2 What is the total estimated registered population that will be served by this pilot site?

### 2.3 Your proposal.

**Describe the role that the clinical pharmacist(s) will play and how it will change the way your practices operate? (Max 500 words)**

### 2.4 Recruitment

**Please provide information regarding your time line and how you will recruit your clinical pharmacist(s) (Max 300 words).**

--

## 2.5 Key success measures.

**What KPIs and outcome measures will enable you to measure the impact and success of the pilot? These will be used in the evaluation programme.** The list below contains **suggested** indicators but practices are free to suggest their own in addition to the two mandatory KPIs.

- An increase in the availability of GPs to undertake more complex chronic care from benchmark set by Practice.
- Improved access to GP and wider workforce, (extra appointments, decreased waiting times, patient satisfaction).
- Change in behaviours of patients with LTC and measure of patient experience.
- Description of climate, culture and context of practice.
- Improved communication between GP, community pharmacy and hospital pharmacy on admission, discharge and other interfaces of care.
- Improvement of number of reviews of medication in patients with dementia and learning difficulty / special needs.
- Repeat dispensing in line with medicines optimisation dashboard.
- Medications reviewed in more patients who have been discharged from hospital than from baseline provided by practice.
- A reduction in the admission rate for COPD from baseline provided by practice.
- A reduction in the CHD risk of patients with high risk for CHD from baseline provided by practice or improved assessment and care planning if high risk definition is inappropriate.
- Improvement on baseline provided by practice of number of patients seen by clinical pharmacist with Hypertension having a blood pressure of <150/90 for example improved proportion of people with uncontrolled hypertension (180/100+) brought below the uncontrolled threshold.
- An improvement from baseline provided by practice of house bound/ nursing home patient medications reviewed by the clinical pharmacist subject to the size of local population. (focus on frail elderly or 8+ repeat meds and reviews)

- An improvement from baseline provided by practice of all diabetics have a medication review with the clinical pharmacist.
- Patient feedback on the experience of general practice and in particular the clinical pharmacist..

**Please state below the expected impact measures for patients and the anticipated outputs and outcomes for your organisation(s). What measures will you use to show that there has been an improvement (Clinical measures, workload measures, patient experience measures, staff skills measures etc.).**

The first two are mandatory for all pilots plus at least 6 further KPIs

Indicator	Baseline	Anticipated change/ trajectory	Frequency of collection
1. Volume of patient focussed activity, eg consultations, medication reviews. (broken down by each pharmacist).			
2. A measure of how this has impacted on GP workload (please define how you will measure this)			
3			
4			
5			
6			
7			
8			

## 2.6 How will you prepare patients for this new way of working? (250 words)

## 2.7 Who is the employing organisation for each clinical pharmacist(s)?

Clinical pharmacists 1	Employing organisation Name Address Practice ODS code
Clinical pharmacists 2	Employing organisation Name Address Practice ODS code
Clinical pharmacists 3	Employing organisation Name Address Practice ODS code
Clinical pharmacists 4	Employing organisation Name Address Practice ODS code
Clinical pharmacists 5	Employing organisation Name Address Practice ODS code
Clinical pharmacists 6	Employing organisation Name Address Practice ODS code

N.B. all organisations listed at 2.7 must also be named at 1.1



### Section 3: The people involved, experience, expertise and responsibilities

#### 3.1 Who will be involved in the pilot and what role will play?

Name	Current role	Role in pilot	Relevant expertise
e.g. John Smith	GP	Clinical supervision and mentorship	Experienced GP trainer Trained mentor

#### 3.2 What assessment have you made of your ability to sustain funding throughout the 4 year pilot? (Max 250 words)

#### 3.3 Recognition of expectations

**The purpose of the pilot is to support and encourage recruitment of clinical pharmacists and to provide evidence of the benefits for all practices nationally. Please confirm that you will:**

- support the evaluation process by providing information and feedback
- support the clinical pharmacists by releasing them for up to 28 days over 14 months as part of the development programme.
- participate in four half day practice development sessions.
- agree that NHS England can use the data you provide to consider the application and share with the organisation carrying out the evaluation. (Data Protection Act)

Signed:	
Name: (Print)	
Job Title:	

Organisation:	
Date:	

Signed:	
Name: (Print)	
Job Title:	
Organisation:	
Date:	

Signed:	
Name: (Print)	
Job Title:	
Organisation:	
Date:	

N.B. all organisations employing a clinical pharmacist must sign here and also be named at 1.1

Please add more lines if needed.

## Section 4: Submitting your application

Your application form must be submitted between 9am on 11 September and 5pm on 17 September 2015.

Detailed guidance will be provided at <http://www.england.nhs.uk/commissioning/primary-care-comm/gp-action-plan/cp-gp-pilot/> on how to submit your application.

This guidance will be provided by Thursday 20 August 2015 so please ensure that you refer to the website on this date.

### Time line for pilots

Announcement and communications to all LETBs, CCGs and GP practices.	7 July 2015
Bidding submission window open for 1 week	9am 11 September 2015 to 5pm 17 September 2015
Regional review and shortlisting of applications completed	Week commencing 5 October 2015
National moderation panel completes review of shortlisted applications	Week commencing 19 October 2015

Announcement of pilot sites	Week commencing 2 November 2015
-----------------------------	------------------------------------

**For any enquiries please email [england.clinicalpharmacyenquiries@nhs.net](mailto:england.clinicalpharmacyenquiries@nhs.net)**